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Agreement made this *17th* day of ~~February~~ *April* 1970, by and between the Judges of the County Court of Burlington County, New Jersey and their successors (hereinafter referred to as the "Judges") and the Probation Association of New Jersey (hereinafter referred to as the "Association").

1. The Judges hereby recognize the Association pursuant to Chapter 303 (New Jersey Employer-Employee Relations Act) as the sole and exclusive representative of Probation Officers and Senior Probation Officers of the Burlington County Probation Department to negotiate matters relating to salaries and working conditions for employees in those titles, as fall within the purview of the Judges pursuant to R.S. 2A:168-1, et. seq. The exclusion of Principal Probation Officers from the provisions of this agreement is without prejudice, pending a final determination of the question of whether such supervisory employees may be represented in collective negotiations by an employee organization that admits non-supervisory personnel to membership.

2. Effective January 1, 1970, the annual rates of pay for all Probation Officers and Senior Probation Officers, to be promulgated by order of the said Judges, pursuant to R.S. 2A:168-8, will be as follows:

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
Probation Officers	\$7,737.00	\$10,059.00
Senior Probation Officers	8,530.00	11,092.00

- a. There will be six annual steps at increments of \$387.00 and \$427.00 for Probation Officers and Senior Probation Officers respectively.
- b. Any person appointed to the title of Probation Officer shall receive the new minimum salary for this position.
- c. Each of 6 Probation Officers already at the beginning level in the old range in 1969, shall be raised to the new minimum of \$7,737. effective January 1, 1970 and shall be raised to Step #1 of the new range earning \$8,124. effective on the respective Anniversary dates of their employment, all increases to be prorated over the balance of the calendar year.
- d. Each of 2 Senior Probation Officers, who were at or near Step #1, of the old range for this position in 1969, shall be raised to Step #1, of the new range earning \$8,957.
- e. One other Senior Probation Officer at Step #5, of the old range for the position in 1969, shall be raised to Step #4, of the new range earning

3. All officers in the above titles, who are required to remain on duty through the supper hour to accept reports of probationers, shall receive a meal allowance of \$3.75 for each such duty assignment.

4. A complaint or grievance of any officer in the above titles related to conditions of work, if not otherwise provided for in law, rule or regulation, shall be settled in the following manner:

Step 1. The complaint or grievance shall first be taken to the employee's immediate supervisor, i.e., the Principal Probation Officer, who shall make an effort to resolve the problem within a reasonable period of time—three working days if possible. At this level a complaint or grievance need not be in writing;

Step 2. If the problem cannot be resolved at the supervisory level, the employee shall put it in writing and submit it to the Chief Probation Officer, who shall acknowledge its receipt within three work days and shall render a decision within five work days thereafter;

Step 3. An appeal of the Chief Probation Officer's decision may be made in writing to the County Court Judges or their designated representative for a final determination with reasonable promptness.

Nothing contained in the above procedure restricts or limits an employee's right to appeal to the Civil Service Commission, under the laws and rules governing the operation of that agency. However, if an employee chooses to use the grievance procedure established by the judiciary for resolving a problem, he is thereby precluded from having the same matter adjudicated by any other person or agency. Such option shall be exercised at Step #2, where a formal written grievance is submitted to the Chief Probation Officer. In using the grievance procedure established herewith, an employee is entitled at each Step to be represented by an attorney of his own choosing or by a bona fide member of the Association designated to represent him pursuant to this agreement.

5. The provisions of this agreement shall remain in effect until December 31, 1970, and by mutual concurrence of both parties, they may be continued for an additional calendar year.

In witness whereof, the parties hereto have hereunto  
set their hands and seals this 17th day of April 1970.

For the Judges:

Alexander C. Wood, III  
Alexander C. Wood, III - Liaison

Herman Belopolsky  
Herman Belopolsky

Paul R. Kramer  
Paul R. Kramer

J. Gilbert Van Sciver, Jr.  
J. Gilbert Van Sciver, Jr.

For the Association:

Charles H. Root  
Charles Root,  
Liaison Representative

Francis E. Martin  
Francis E. Martin,  
Liaison Representative

J. Edward Paglione  
J. Edward Paglione,  
District Representative